

Issue of the day: Leave With Pay for Family Related Responsibilities



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Article 12.10 (b)

Union Proposal:

12.10 Leave With Pay for Family-Related Responsibilities

(b) The Employer shall grant leave with pay under the following circumstances:

Amend to read:

1. a medical or dental appointment when the dependent family member is incapable of attending the appointments by himself or herself, or for appointments with appropriate authorities in schools or adoption agencies. An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to minimize his or her absence from work. An employee requesting leave under this provision must notify his or her supervisor of the appointment as far in advance as possible;
2. to provide for the temporary care of a sick member of the employee's family;
3. for needs directly related to the birth or to the adoption of the employee's child. This leave may be divided into two (2) periods and granted on separate days;
4. for the purpose of getting married.
5. for the purpose of a family related ceremony.

Rationale:

Our proposal is designed to achieve a number of things. One of those things is the removal of the various caps that are present in the current collective agreement. This will provide greater flexibility for members who use this type of leave. Another is an attempt to achieve a balance between work and family life.

Caring for both children and an elderly family member is in itself a full-time job; members are looking for ways to balance their work life with their family care obligations. Helping members find this balance should be as much a priority for the Employer as it is for our union.

The Employer was quite curt in their response to our proposal. They do not want to give employees any more flexibility than they already have and they are convinced that employees will abuse this leave if our proposal was accepted.